

# DSHS AFFIRMATIVE ACTION & EQUAL OPPORTUNITY

## P O L I C Y   S T A T E M E N T

The Department of Social and Health Services (DSHS) is committed to equal employment opportunity and access to its programs and services for all persons without regard to race, color, sex, religion, creed, age, marital status, national origin, sexual orientation, disabled and Vietnam-Era veteran, veteran or military status, or the presence of any physical, sensory or mental disability or any other legally protected status.

Equal employment opportunity and affirmative action are vital responsibilities that are equally important within all functions of the agency. It shall be the responsibility of each employee to comply with and promote these policies. They are also applicable to any contractual agreements entered into by DSHS.

DSHS will provide access to its services and programs in a fair and impartial manner. Equal employment opportunity is the goal, whereas, the Affirmative Action Plan is the vehicle by which the Agency will fulfill this goal. In an effort to eliminate barriers and to improve employment opportunities to under utilized groups, these policies shall be implemented in recruitment, hiring, career development, training, promotion, transfer, retention,

reclassification, corrective/disciplinary actions, termination, reversion and non-permanent appointments.

DSHS will provide an environment free from all forms of discrimination. Employees are prohibited from engaging in any form of racial, religious, and sexual harassment behavior including jokes, slurs, and innuendoes. This behavior is inappropriate in the work environment and may be grounds for corrective or disciplinary action in accordance with Washington State Collective Bargaining Agreement and Washington Administrative Code.

The policy of DSHS is based on Presidential Executive Orders 11246 (amended) and 11375; Congressional Federal Register (CFR) Title 41, Part 60-2, Revised Order No.4: Title VII of the Civil Rights Act of 1964, as amended; Equal Employment Opportunity governing guidelines, CFR Titles 28, 29, and 43; the Vietnam-Era Veterans Readjustment Act of 1974; the Governor's Executive Order 93-07; WAC 357-25-005; and Chapter 49.60 of the Revised Code of Washington.



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ROBIN ARNOLD-WILLIAMS  
Secretary

August 24, 2007

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